FY 23 Fostering Access, Rights and Equity (FARE) Grant Program
Applicant: The SAFE Alliance. Abstract

The SAFE Alliance (SAFE) is applying to the U.S. Department of Labor Women's Bureau FY23 Fostering Access, Rights and Equity (FARE) Grant Program. SAFE is a nonprofit victim services provider in Austin, Texas primarily serving women who have survived domestic and sexual violence. SAFE and its predecessors have been in business since 1974.

The purpose of the 18-month project is to provide Gender-Based Violence and Harassment (GBVH) training to immigrant women working in the restaurant industry. Gender-based violence and sexual harassment is pervasive in the hospitality industry, specifically for restaurant workers. In FY21, 7.9% of U.S. cases involving sexual harassment in the workplace were out of Texas. The training activities will increase awareness and expand the legal knowledge of immigrant women restaurant workers who have been or who will likely be impacted by gender-based violence and harassment in the workplace; provide them with resources to protect their legal rights; and offer emotional support from peers.

SAFE requests $257,613 in support of the following activities:

- Hiring a Project Coordinator/Trainer, and a Peer Support Specialist, and supervisory guidance and support.
- Providing childcare and transportation assistance to training participants in need to reduce barriers to participate in project activities
- Outreach materials
- Children's activities and snacks and meals/snacks for training participants as incentives

- Interpreters to ensure effective communication with training participants who communicate in other languages

Additional support, including mileage and laptops for staff, has also been included in the budget.

SAFE proposes to serve 160 women (primarily immigrant) over the 18-month grant period. As a result of the project, we anticipate that at least 80% of program participants will have increased knowledge about GBVH in the workplace; 75% will feel better equipped to report and respond to GBVH, and that 20% will participate in post-training activities, including peer support and follow-up.